

Beverly A. Ozowara

Partner

951-683-1122

beverly.ozowara@aalrr.com



Beverly Ozowara represents educational agencies throughout Southern California in all employment matters, including employee evaluations, discipline, reasonable accommodations, interactive process meetings, restraining orders, contract enforcement, and other areas of general education law. She has represented clients before state courts and administrative bodies, including the Office of Administrative Hearings, California Civil Rights Department, Equal Employment Opportunity Commission, and Public Employment Relations Board.

Ms. Ozowara frequently conducts impartial, thorough, and effective investigations following student and staff complaints, including complaints of discrimination, harassment, and bullying. She is also an experienced and effective trainer in a variety of areas, including Title IX sexual misconduct matters; investigations; the Brown Act; mandated reporting; prevention of harassment, discrimination, bullying and retaliation; and the FRISK® Documentation Model.

Prior to joining the firm, Ms. Ozowara was a civil litigation attorney, handling medical malpractice and personal injury cases. While in law school, Ms. Ozowara served as the Executive Managing Editor for the Los Angeles Public Interest Law Journal and the Director of Communications for the Western Region Black Law Students Association.

OFFICE

3880 Lemon Street
Suite 350
Riverside, CA 92501

INDUSTRIES

Public Educational Agencies &
Institutions

EDUCATION

J.D., Loyola Law School
B.A., University of Notre Dame

ADMISSIONS

2014, California
U.S. District Court, Central District
of California

PRACTICE AREAS

Discrimination & Harassment
Education Litigation
Employee Performance &
Evaluation
Investigations
Labor & Employment Law
Title IX

Beverly A. Ozowara

Firm News

AALRR Announces 2024 Equity and Non-Equity Partners
01.23.2024

Alerts & Articles

CDPH Announces End of its Order Requiring Weekly Testing For Unvaccinated and Partially-Vaccinated School Employees and Volunteers Effective September 17, 2022
09.14.2022

Blog Posts

AALRR's 2024 Title IX Virtual Academy
EdLawConnect Blog, 09.12.2024

Todd M. Robbins

Partner
951-683-1122
trobbins@aalrr.com



Todd Robbins represents public school districts in a wide array of education law matters. He regularly assists clients with collective bargaining, labor disputes, certificated and classified employee discipline, reductions in force, harassment and discrimination complaints, contract administration, and student discipline. Mr. Robbins has also represented employers before the Public Employment Relations Board, the Civil Rights Department (formerly the Department of Fair Employment and Housing), the Division of Labor Standards Enforcement, and the Office of Administrative Hearings.

As general counsel to California school districts, Mr. Robbins frequently provides guidance on Constitutional issues, board governance, and compliance with California election laws, including the California Voting Rights Act. He has successfully led school districts through the transition from at-large elections to by-trustee area elections.

In addition, Mr. Robbins advises on matters involving transgender students and employees and delivers presentations to school districts and statewide organizations on district obligations and best practices under state and federal laws.

Before attending law school, Mr. Robbins worked as a high school history teacher in Maine.

Firm News

AALRR Announces 2024 Equity and Non-Equity Partners
01.23.2024

OFFICE

3880 Lemon Street
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EDUCATION

J.D., Chapman University, Dale E.
Fowler School of Law
B.A., University of Maine,
Farmington

ADMISSIONS

2007, California
U.S. Court of Appeals, Ninth Circuit
U.S. District Court, Central District
of California

PRACTICE AREAS

Labor & Employment Law

Todd M. Robbins

Atkinson, Andelson, Loya, Ruud & Romo Names Five New Partners
01.10.2017

Events & Speaking Engagements

Mr. Robbins lectures extensively before industry organizations such as the Association of California School Administrators (ACSA) and the Credential Counselors & Analysts of California (CCAC). He is also a frequent presenter for the Inland Personnel Council, a consortium of public school districts, community college districts and county offices of education located in Riverside and San Bernardino counties. Mr. Robbins also regularly presents before local and statewide organizations on a myriad of matters that are of interest to his public sector clients, including state-mandated sexual harassment training, ethics training, and Brown Act compliance training.

AB 2534 ToolKit: LEA Inquiry and Disclosure Requirements for Egregious Misconduct in Certificated Employment
AB 2534 ToolKit™ Purchase for K-12 Education Institutions

Alerts & Articles

AB 2534 Expands Employer Access to Certificated Employee Records of Egregious and Other Misconduct during Onboarding Process
10.04.2024

Attorney General Opinion Allows Board Members to Attend Meetings Remotely as an ADA Accommodation
08.09.2024

New Law Clarifies Student Privacy Rights, Impacts Parental Notification Policies, and Establishes Rights of Educators Involved in These Issues
07.18.2024

New California Federal Court Declares That, In the Absence of Clear Legal Authority, Parent's Challenge to District's Policy Preventing Disclosure of Student's Transgender Status Must Be Dismissed
08.10.2023

U.S. Supreme Court Raises the Bar for Employers to Deny Religious Accommodations
07.11.2023

The Ninth Circuit Holds that Official Use of a Social Media Platform Created a Public Forum, and Blocking Members of the Public Violated the First Amendment
08.03.2022

Todd M. Robbins

In a Significant Ruling in Favor of a Public Entity, Appellate Court Clarifies the Dilution Requirement of the California Voting Rights Act

07.10.2020

Responding to the May Revise — Options for School and Community College Employers

05.19.2020

Guidelines and Suggestions to Help Prepare for and Respond to Student Protests

02.27.2018

SB 415 Prohibits Off-Cycle Local Elections in Jurisdictions that Experience a Significant Decrease

12.16.2016

District-Based Elections Affected by Amendments to the California Voting Rights Act

10.13.2016

U.S. Supreme Court Holds Race-Conscious Admissions Program at the University of Texas

06.30.2016

Employers Must Include Cash-in-Lieu of Benefits in Calculating Regular Rate for Overtime Pay

06.17.2016

Federal Government Issues Guidance to Ensure the Civil Rights of Transgender Students

05.17.2016

Publications

Mr. Robbins contributes to the firm's education law publications.

Blog Posts

Are You Ready for AB 2534? Our AB 2534 Toolkit Is Here to Help

EdLawConnect Blog, 12.04.2024

New Laws Expand Employers' Sexual Harassment Prevention Obligations

EdLawConnect Blog, 01.15.2019

Texas Federal Court Halts Implementation of New Federal Overtime Rule Nationwide

EdLawConnect Blog, 11.28.2016

U.S. Department of Labor Is Increasing the Salary Threshold for Overtime Exemptions

EdLawConnect Blog, 05.19.2016

Todd M. Robbins

New FEHA Regulations Require Updated Workplace Poster as of April 1
Labor & Employment Law Blog, 03.28.2016

New FEHA Regulations Require Updated Workplace Poster as of April 1
EdLawConnect Blog, 03.25.2016

New Sick Leave Poster Required by January 1, 2015
EdLawConnect Blog, 12.30.2014

Two Appellate Decisions Suggest Major Battle Brewing for the Affordable Care Act
EdLawConnect Blog, 07.23.2014

Major Development—Employer Mandates Under Affordable Care Act Delayed Until January 1, 2015
Labor & Employment Law Blog, 07.03.2013

Major Development—Employer Mandates Under Affordable Care Act Delayed Until January 1, 2015
EdLawConnect Blog, 07.02.2013

Health Care Reform Series: I'm an Employer Now What Do I Do?
EdLawConnect Blog, 05.14.2013

Introduction to Health Care Reform Series: The Patient Protection and Affordable Care Act
EdLawConnect Blog, 04.08.2013

"Sequestration" Requires Consideration of Immediate Action
EdLawConnect Blog, 02.28.2013

William A. Diedrich

Partner

951-683-1122

wdiedrich@aalrr.com



Bill Diedrich represents school districts, community college districts, and other public agencies in all aspects of labor and employment law.

Having served for more than a decade as Chief Negotiator for school districts and community college districts throughout Southern California, Mr. Diedrich is experienced in using a traditional bargaining model, Interest-Based Bargaining (“IBB”) model, and hybridized bargaining models. His labor representation includes all levels of the collective bargaining process, from pre-planning through impasse. Additionally, his areas of practice include certificated and classified employee discipline, contract enforcement and arbitration, representation of employers before the Public Employment Relations Board, Department of Fair Employment and Housing, and the Office of Administrative Hearings, certificated and classified layoffs, merit systems, and general education law.

Mr. Diedrich is the son of a retired teacher and school superintendent. His parents met during labor negotiations when they sat on opposite sides of the table!

Firm News

AALRR Announces 2021 Equity and Non-Equity Partners
01.15.2021

OFFICES

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7th Floor
La Jolla, CA 92037

EDUCATION

J.D., University of the Pacific,
McGeorge School of Law
B.S., University of Southern
California

ADMISSIONS

2004, California

PRACTICE AREAS

Contract Enforcement &
Collective Bargaining
Labor & Employment Law

William A. Diedrich

AALRR Names New Partners
01.18.2013

Events & Speaking Engagements

Mr. Diedrich is a recognized trainer in all aspects of collective bargaining. He lectures extensively before industry organizations such as CSBA, ACSA, SEAC, and CASBO. Additionally, he is the collective bargaining trainer for the Inland Personnel Council, a consortium of public school districts, community college districts, and county offices of education located in Riverside and San Bernardino counties. Mr. Diedrich also regularly presents before local and statewide organizations on a myriad of matters that are of interest to his public sector clients, including state-mandated sexual harassment training, ethics training, and Brown Act compliance training.

Mr. Diedrich is the co-creator of the firm's "H.R. 101" training series, developed for new human resources administrators.

Alerts & Articles

New Law Clarifies Student Privacy Rights, Impacts Parental Notification Policies, and Establishes Rights of Educators Involved in These Issues
07.18.2024

Governor Signs Executive Order N-3-22 to Support Safe In-Person Learning in Schools Amid Surge in COVID-19 Cases
01.13.2022

Governor Signs AB 438 Announcing Sweeping Changes to the Classified Layoff Process for Community College Districts; AALRR Webinar Planned
10.13.2021

Governor Signs AB 438 Announcing Sweeping Changes to the Classified Layoff Process for School Districts; AALRR Webinar Planned
10.12.2021

PERB Determines That Effects of an Employer's Decision to Mandate Flu Vaccine for Faculty and Staff During COVID-19 Pandemic Was Subject to Negotiations
07.28.2021

2021-22 Rules For K-12 Schools Come Into Focus
07.20.2021

William A. Diedrich

Update: California Department of Public Health Issues Comprehensive Guidance Governing Opening and Reopening of K-12 Schools
03.24.2021

Deal Reached on School Reopening Legislation
03.03.2021

California Department of Public Health Issues Comprehensive Guidance Governing Opening and Reopening of K-12 Schools
01.19.2021

California's Safe Schools for All Plan
01.13.2021

Vaccination Guidance for Educational Employers
01.08.2021

New State Tracking System Changes Equation for K-12 School Reopening
08.28.2020

Responding to the May Revise — Options for School and Community College Employers
05.19.2020

Governor Extends LCAP Deadline to December 15, 2020
04.24.2020

The California Department of Education and Various Statewide Organizations Issue Aspirational Framework for Local Agreements
04.02.2020

One Year after *Janus*: Unions Lose Fee Payers, Keep Members, Win Lawsuits
05.31.2019

PERB Addresses Need for Procedural Admonitions for Post Investigation Union Member Interviews
01.11.2019

PERB: The Duty to Provide Information to Unions is Distinct from Obligations Under the Public Records Act
11.28.2018

More Litigation in the Wake of *Janus*
11.16.2018

New Legislation Bars Lawsuits to Recover pre-*Janus* Fees
09.25.2018

William A. Diedrich

Email in a *Purple Haze*: PERB Holds Employees Have the Right to Use Employer Email for EERA Purposes
07.10.2018

Janus Ruling Spurs Federal Class Action Lawsuit in Orange County
07.10.2018

In Much Anticipated *Janus v. AFSCME* Decision, Supreme Court Rules Agency Fees Unconstitutional
06.27.2018

Set Another Place at Employee Orientations ... for the Union
07.05.2017

Blog Posts

IRS Issues Proposed Regulations on Eligible Benefit "Opt-Out" Arrangements
EdLawConnect Blog, 08.05.2016

Keep Your Friends Close and Your SCARs Closer: Mandated Reporters Are Not Immune from Lawsuits for Unwarranted Disclosures under the Child Abuse and Neglect Reporting Act
EdLawConnect Blog, 12.11.2013

Major Development—Employer Mandates Under Affordable Care Act Delayed Until January 1, 2015
Labor & Employment Law Blog, 07.03.2013

Major Development—Employer Mandates Under Affordable Care Act Delayed Until January 1, 2015
EdLawConnect Blog, 07.02.2013

Health Care Reform Series: I'm an Employer Now What Do I Do?
EdLawConnect Blog, 05.14.2013

Introduction to Health Care Reform Series: The Patient Protection and Affordable Care Act
EdLawConnect Blog, 04.08.2013

Smile! You're on Candid Camera! The Use of Student Recorded Cellular Phone Videos in Teacher Discipline Cases
EdLawConnect Blog, 01.18.2013

Tu T. Le

Associate
951-683-1122
tu.le@aalrr.com



Tu Le represents educational institutions and school districts in all areas of education law, including litigation, labor relations, discrimination, harassment, retaliation, employee discipline, and the education code. Ms. Le also conducts investigations for school districts with respect to allegations of discrimination, harassment, bullying, and retaliation.

Prior to joining AALRR, Ms. Le represented parents and children in juvenile dependency proceedings at the Juvenile Dependency Court in San Bernardino, where she defended clients against the Department of Children and Family Services. She attended court hearings, drafted and argued various motions, and helped reunite families as a trial attorney.

While in law school, Ms. Le founded and served as Treasurer for OUTLaw, an organization that aimed to educate, represent, and support members and allies of the LGBTQIA+ community.

Community & Professional

- OUTLaw, Treasurer

OFFICE

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INDUSTRIES

Public Educational Agencies & Institutions

EDUCATION

J.D., Western State College of Law
B.A., University of California,
Riverside

ADMISSIONS

2019, California

PRACTICE AREAS

Collective Bargaining & Labor Relations

Discrimination & Harassment

Education

Employment Policies, Procedures & Training

Labor & Employment Law

Litigation

Erica E. Noriega

Associate
951-683-1122
erica.noriega@aalrr.com



Erica Noriega represents California school districts, community college districts, and county offices of education in a variety of general education and labor and employment matters. Her areas of expertise include labor relations, contract administration, certificated and classified employee discipline and dismissal matters, and school board governance.

While in law school, Ms. Noriega served as Treasurer of the Public Interest Law Foundation and as Technical Editor of the Journal of Law, Business, and Ethics.

Prior to law school, Ms. Noriega worked in education as a substitute teacher and high school color guard coach.

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INDUSTRIES

Public Educational Agencies &
Institutions

EDUCATION

J.D., University of La Verne College
of Law
B.A., University of California
Riverside

ADMISSIONS

2021, California

PRACTICE AREAS

Education

David P. Rivera

Associate
951-683-1122
david.rivera@aalrr.com



David Rivera provides counsel and representation to California school districts, county offices of education, and other related agencies in all general education law matters. In addition to education-related counseling, Mr. Rivera represents organizations in civil legal matters with an emphasis on business transactions including business formation, restructuring, and contract services such as negotiation of disputes and settlements.

Mr. Rivera spent the early years of his legal career counseling businesses and individuals on matters pertaining to entity formation, contract agreements, and other aspects of corporate law.

Publications

Mr. Rivera regularly writes for a modest legal periodical published by the Riverside County Bar Association.

Community & Professional

- Riverside County Bar Association Barristers, President, 2023 – 2024
- Hispanic Bar Association of the Inland Empire, President-Elect, 2024 – Present
- Riverside County Bar Association, Publications Committee, Member

OFFICE

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INDUSTRIES

Construction
Public Educational Agencies &
Institutions

EDUCATION

J.D., University of Notre Dame Law
School
B.S., California State University,
San Bernardino

ADMISSIONS

2012, Arizona
2017, California

PRACTICE AREAS

Advice & Counsel
Business Services
Education
Education Litigation